

2014 - 2016 Bessemer City High School Improvement Plan

Bessemer City High School Contact Information

School	Bessemer City High School	Courier Number	360336
Street Address	119 Yellow Jacket Lane	Phone Number	704-629-2258
City, State, Zip Code	Bessemer City, NC 28016	Fax Number	704-629-2775
School Website	http://www.gaston.k12.nc.us/Domain/12	Principal	James Montgomery

Bessemer City High: School Improvement Team Membership

From GS 115C-105.27: "The principal at each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot... Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff. "

Committee Positions	Name	Email Address	Date Elected
Principal	James Montgomery	jrmontgomery@gaston.k12.nc.us	9/10/2014
Assistant Principal	Meghan LeFevers	mblefevers@gaston.k12.nc.us	9/10/2014
Teacher Representative	Caitlin Floyd	cmhowell@gaston.k12.nc.us	9/10/2014
Teacher Representative	James Hilburn	jhilburn@gaston.k12.nc.us	9/10/2014
Teacher Representative	Rebecca Wray	rmwray@gaston.k12.nc.us	9/10/2014
Teacher Representative	Megan Trimnal	mwtrimnal@gaston.k12.nc.us	9/10/2014
Teacher Representative	Stephanie Walker	sjwalker@gaston.k12.nc.us	9/10/2014
Teacher Representative	PE TBD	@gaston.k12.nc.us	9/10/2014
Teacher Representative	Kaitlyn Smith	kaitlynsmith@gaston.k12.nc.us	9/10/2014
Teacher Representative	Walter Massie	wmassie@gaston.k12.nc.us	8/12/2013
Instructional Support Representativ	Lisa Herman	ljherman@gaston.k12.nc.us	9/10/2014
Parent Representative	Carol Clemmer	carol41455@gmail.com	9/10/2014
Parent Representative	Tonia Neiderer	tonianiederer@yahoo.com	9/10/2014
Student Representative	Candice Bess	candice.bess299@gaston.k12.nc.us	8/12/2013
Student Representative	Briana Roberts	briana.roberts979@gaston.k12.nc.us	8/12/2013

Principal Signature: _____	Date: _____	Date Prepared: _____
GCS Board Approval Signature: _____	Date: _____	

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Gaston County School's Values

				Beliefs			Four C's				
				Safety			Commitment				
				Diversity			Community				
				Innovation			Communication				
				Collaboration			Choice				
				Excellence							

Gaston County School's Vision and Mission Statement

Vision: The vision of Gaston County Schools is to inspire success and a lifetime of learning

Mission: Through outstanding employees and community partners, Gaston County Schools provides innovative educational opportunities for all students in a safe and nurturing learning environment

Bessemer City High Mission and Vision Statement

Vision: Bessemer City High School strives to provide an engaging learning environment to help students achieve success in the classroom and acquire the skills necessary to become responsible, contributing citizens, and productive members of society.

Mission: Bessemer City High School strives to ensure success for all students by providing specific, measureable, and attainable goals that reflect the school's purpose.

Bessemer City High SMART GOALS

Based upon data analysis our focus will be upon the following outcomes:

1. Based on school focus area --- different for each school. Increase Student Achievement on All Accountability Measures, especially End-of-Course tests.
2. AMO and Ready Accountability Model Targets ---- every school. increase student achievement in Math 1 from meeting 50% of the AMO's to 67%.

	School Code	Subject	Subgroup	Target	Denominator	Percent	Met Target	Used Alternate	Used Improvement	Used Confidence Interval
Bessemer City High	360336	ACT WorkKeys Participation	ALL	95	94	>95	Y			
Bessemer City High	360336	ACT WorkKeys Participation	BLCK	95	26	*	I			
Bessemer City High	360336	ACT WorkKeys Participation	EDS	95	58	>95	Y			
Bessemer City High	360336	ACT WorkKeys Participation	HISP	95	5	*	I			
Bessemer City High	360336	ACT WorkKeys Participation	SWD	95	14	*	I			
Bessemer City High	360336	ACT WorkKeys Participation	WHTE	95	61	>95	Y			
Bessemer City High	360336	ACT WorkKeys Performance	ALL	70.6	94	59.6	N			
Bessemer City High	360336	ACT WorkKeys Performance	BLCK	55.5	26	*	I			
Bessemer City High	360336	ACT WorkKeys Performance	EDS	62.1	58	55.2	Y			Y
Bessemer City High	360336	ACT WorkKeys Performance	HISP	68.7	5	*	I			
Bessemer City High	360336	ACT WorkKeys Performance	SWD	36.7	14	*	I			
Bessemer City High	360336	ACT WorkKeys Performance	WHTE	78.1	61	67.2	N			
Bessemer City High	360336	EOC Participation	AIG	95	22	*	I			
Bessemer City High	360336	EOC Participation	ALL	95	477	>95	Y			
Bessemer City High	360336	EOC Participation	BLCK	95	122	>95	Y			
Bessemer City High	360336	EOC Participation	EDS	95	354	>95	Y			
Bessemer City High	360336	EOC Participation	HISP	95	36	>95	Y			
Bessemer City High	360336	EOC Participation	LEP	95	14	*	I			
Bessemer City High	360336	EOC Participation	MULT	95	15	*	I			
Bessemer City High	360336	EOC Participation	SWD	95	66	>95	Y			
Bessemer City High	360336	EOC Participation	WHTE	95	304	>95	Y			
Bessemer City High	360336	Graduation Rate	AIG	80	11	*	I			
Bessemer City High	360336	Graduation Rate	ALL	80	160	75	Y		Y	
Bessemer City High	360336	Graduation Rate	BLCK	80	33	>95	Y			
Bessemer City High	360336	Graduation Rate	EDS	80	97	73.2	Y		Y	
Bessemer City High	360336	Graduation Rate	HISP	80	10	*	I			
Bessemer City High	360336	Graduation Rate	SWD	80	28	*	I			
Bessemer City High	360336	Graduation Rate	WHTE	80	113	70.8	Y		Y	
Bessemer City High	360336	Math Course Rigor	AIG	95	10	*	I			
Bessemer City High	360336	Math Course Rigor	ALL	95	124	>95	Y			
Bessemer City High	360336	Math Course Rigor	BLCK	95	33	>95	Y			
Bessemer City High	360336	Math Course Rigor	EDS	95	73	>95	Y			
Bessemer City High	360336	Math Course Rigor	HISP	95	5	*	I			
Bessemer City High	360336	Math Course Rigor	SWD	83.7	17	*	I			
Bessemer City High	360336	Math Course Rigor	WHTE	95	83	>95	Y			
Bessemer City High	360336	Math Grade 10 Participation	AIG	95	9	*	I			
Bessemer City High	360336	Math Grade 10 Participation	ALL	95	163	>95	Y			

	School Code	Subject	Subgroup	Target	Denominator	Percent	Met Target	Used Alternate	Used Improvement	Used Confidence Interval
Bessemer City High	360336	Math Grade 10 Participation	BLCK	95	44	>95	Y			
Bessemer City High	360336	Math Grade 10 Participation	EDS	95	120	>95	Y			
Bessemer City High	360336	Math Grade 10 Participation	HISP	95	14	*	I			
Bessemer City High	360336	Math Grade 10 Participation	LEP	95	5	*	I			
Bessemer City High	360336	Math Grade 10 Participation	SWD	95	26	*	I			
Bessemer City High	360336	Math Grade 10 Participation	WHTE	95	102	>95	Y			
Bessemer City High	360336	Math Grade 10 Performance	AIG	84	9	*	I			
Bessemer City High	360336	Math Grade 10 Performance	ALL	44.6	145	10.3	N			
Bessemer City High	360336	Math Grade 10 Performance	BLCK	28.5	40	<5	N			
Bessemer City High	360336	Math Grade 10 Performance	EDS	32	105	5.7	N			
Bessemer City High	360336	Math Grade 10 Performance	HISP	36.6	13	*	I			
Bessemer City High	360336	Math Grade 10 Performance	SWD	18.7	21	*	I			
Bessemer City High	360336	Math Grade 10 Performance	WHTE	53.6	90	14.4	N			
Bessemer City High	360336	Reading Grade 10 Participation	AIG	95	9	*	I			
Bessemer City High	360336	Reading Grade 10 Participation	ALL	95	163	>95	Y			
Bessemer City High	360336	Reading Grade 10 Participation	BLCK	95	44	>95	Y			
Bessemer City High	360336	Reading Grade 10 Participation	EDS	95	120	>95	Y			
Bessemer City High	360336	Reading Grade 10 Participation	HISP	95	14	*	I			
Bessemer City High	360336	Reading Grade 10 Participation	LEP	95	5	*	I			
Bessemer City High	360336	Reading Grade 10 Participation	SWD	95	26	*	I			
Bessemer City High	360336	Reading Grade 10 Participation	WHTE	95	102	>95	Y			
Bessemer City High	360336	Reading Grade 10 Performance	AIG	93.5	9	*	I			
Bessemer City High	360336	Reading Grade 10 Performance	ALL	57.1	151	35.8	N			
Bessemer City High	360336	Reading Grade 10 Performance	BLCK	39.9	41	29.3	Y			Y
Bessemer City High	360336	Reading Grade 10 Performance	EDS	42.4	109	30.3	N			
Bessemer City High	360336	Reading Grade 10 Performance	HISP	46.8	13	*	I			
Bessemer City High	360336	Reading Grade 10 Performance	LEP	14.5	5	*	I			
Bessemer City High	360336	Reading Grade 10 Performance	SWD	22.6	23	*	I			
Bessemer City High	360336	Reading Grade 10 Performance	WHTE	67.4	95	40	N			
Bessemer City High	360336	Science Grade 11 Participation	AIG	95	5	*	I			
Bessemer City High	360336	Science Grade 11 Participation	ALL	95	116	>95	Y			
Bessemer City High	360336	Science Grade 11 Participation	BLCK	95	26	*	I			
Bessemer City High	360336	Science Grade 11 Participation	EDS	95	75	>95	Y			
Bessemer City High	360336	Science Grade 11 Participation	HISP	95	10	*	I			
Bessemer City High	360336	Science Grade 11 Participation	SWD	95	21	*	I			
Bessemer City High	360336	Science Grade 11 Participation	WHTE	95	77	>95	Y			
Bessemer City High	360336	Science Grade 11 Performance	AIG	89.8	5	*	I			

	School Code	Subject	Subgroup	Target	Denominator	Percent	Met Target	Used Alternate	Used Improvement	Used Confidence Interval
Bessemer City High	360336	Science Grade 11 Performance	ALL	55.9	106	32.1	N			
Bessemer City High	360336	Science Grade 11 Performance	BLCK	37.7	26	*	I			
Bessemer City High	360336	Science Grade 11 Performance	EDS	41.7	67	26.9	N			
Bessemer City High	360336	Science Grade 11 Performance	HISP	46.1	9	*	I			
Bessemer City High	360336	Science Grade 11 Performance	SWD	27.9	21	*	I			
Bessemer City High	360336	Science Grade 11 Performance	WHTE	65.5	68	38.2	N			
Bessemer City High	360336	The ACT Participation	AIG	95	5	*	I			
Bessemer City High	360336	The ACT Participation	ALL	95	115	>95	Y			
Bessemer City High	360336	The ACT Participation	BLCK	95	26	*	I			
Bessemer City High	360336	The ACT Participation	EDS	95	73	>95	Y			
Bessemer City High	360336	The ACT Participation	HISP	95	9	*	I			
Bessemer City High	360336	The ACT Participation	SWD	95	21	*	I			
Bessemer City High	360336	The ACT Participation	WHTE	95	77	>95	Y			
Bessemer City High	360336	The ACT Performance	AIG	95	5	*	I			
Bessemer City High	360336	The ACT Performance	ALL	62.7	105	32.4	N			
Bessemer City High	360336	The ACT Performance	BLCK	40.1	23	*	I			
Bessemer City High	360336	The ACT Performance	EDS	45.5	63	30.2	N			
Bessemer City High	360336	The ACT Performance	HISP	49.8	9	*	I			
Bessemer City High	360336	The ACT Performance	SWD	24.7	13	*	I			
Bessemer City High	360336	The ACT Performance	WHTE	74.7	70	38.6	N			

Gaston County Schools Strategic Goals

Goal 1: Every student will graduate prepared for post-secondary opportunities

Focus Area	1.1 Increase the graduation rate
	1.2 Increase students completing Career and Technical Education courses and opportunities
	1.3 Increase the number of students who graduate from high school with post-secondary credit

Goal 2: Every member of our diverse student population has the opportunity for individualized instruction.

Focus Area	2.1 Increase the percentage of students reading on or above grade level by the end of the third grade
	2.2 Increase the strategies and tools available to ensure success of all students
	2.3 Increase opportunities for a wide variety of academic choices

Goal 3: Every employee is capable and committed to the education of the whole child.

Focus Area	3.1 Attract and retain a high qualified workforce in all schools, including high-needs areas, through increased incentives.
	3.2 Provide employees increased access to quality, research-based professional development
	3.3 Survey students annually to determine the level of administrator-student relationships, teacher-student relationships, and overall school classroom climate

Goal 4: Every school has up-to-date technology to support teaching and learning.

Focus Area	4.1 Ensure all schools have sufficient wireless coverage
	4.2 Increase the use of technology as a communication tool for all stakeholders
	4.3 Increase the number of teachers and students who effectively use digital learning tools

Goal 5: Every student has the opportunity to learn in a safe school environment.

Focus Area	5.1 Increase facility safety features
	5.2 Increase anti-bullying efforts at every school
	5.3 Increase community resources to maximize student support systems

2014 - 2015 Bessemer City High School Improvement Plan

Smart Goal # 1			
Strategic Plan Goal: Every Student will graduate prepared for post-secondary opportunities		Goal 1	
Strategic Plan Goal focus area: 1.1: Increase the graduation rate		1.1, 1.2	
Current Status: 2013-2014: The percentage of students that failed a course was 17.1%. The percentage of courses failed was 8.6%.			
School Interim Goal 2014-2015: We will reduce the percentage of students failing a course from 17.1% to 15%, and reduce the percentage of courses failed from 8.6% to 7.4%.			
School Goal 2014-2016: We will reduce the percentage of students failing a course to 15% to 14.3%, and reduce the percentage of courses failed to 7.4% to 6.5%.			
Data Used: Power School report card data, specifically failure rate information.			
Strategies(Action Steps)	Implementation Team	What Data will you collect	When will you monitor?
We will offer school-wide, departmental, and teacher interventions such as credit recovery, grade recovery, aligned grading practices, and after school academic interventions. We have an expanded, targeted, emphasis on after school interventions focused on grades, specifically those grades in the 65% category. We will use Reteach-Retest (with mandated reteach before retest), and targeted interventions on academic needs.	Entire staff reporting to the Principal	Failure reports from Power School, course syllabus	Each report card period.
Based upon our data, we will implement a specific focus on 9th and 10th grade students and courses through a Freshmen and Sophomore Academy structure. Academy staff will meet weekly, with a focus on Student Engagement (sharing best instructional practices) and a Focus on Results (monitoring of student learning through grades and CFA's).	Freshmen and Sophomore Teachers and Support Staff reporting to the Principal	Failure reports from Power School, course syllabus, interim reports (every two weeks), Common Formative Assessments, GCS Benchmark Tests, Pre/Post Tests, Teacher Assessments, Attendance Reports, Behavior Reports, Parent Contact focus.	Weekly content PLC meetings
We will offer a comprehensive school-wide reward and incentive program (Jacket Pride).	Entire staff reporting to the Principal	Reports from Power School, school generated data aligned with the program.	Each report card period, semester end, and yearly basis (end of the fifth grading period).
Professional Development - Identify the professional development required to successfully implement the strategies listed above			
Staff/group participants	Professional Learning/Activities	Trainer	Date Completed
All teachers	Teachers have an intense focus on student engagement. This is accomplished during regular PLC meetings where teachers share best practices with student engagement as the focus.	Led by teachers, supported by school administration, and other GCS support staff as appropriate (ITF, CF, etc.)	2014-2015

2014 - 2015 Bessemer City High School Improvement Plan

Smart Goal # 2		Ready Accountability and AMO Targets	
Strategic Plan Goal:		Goal 2	
Strategic Plan Goal focus area: 2.2:		2.1, 2.2	
Current Status: English 10- 45.8 Math 1- 34.1 Biology- 46.8 Graduation Rate- 75 ACT- 32.4 NC Work Keys- 59.6			
School Interim Goal 2014-2015: English 10- 50 Math 1- 38.5 Biology- 53.5 Graduation Rate- 83 ACT- 40 NC Work Keys- 63			
School Goal 2014-2016: English 10- 55 Math 1- 42.5 Biology- 57 Graduation Rate- 85 ACT- 42 NC Work Keys- 65			
Data Used: Common Formative Assessments and Final Exam Results			
Strategies(Action Steps)	Implementation Team	What Data will you collect	When will you monitor?
All teachers will collaborate toward learning goals by creating a SMART goal by PLC, or singleton, for CFA's and Final Exams	All Teachers and administration	Teachers will use 2013-2014 data as a baseline for creating new SMART goals. SMART goals will be posted to a Google Speadsheet.	Smart goals are due by the first day of each semester.
All teachers, either in PLC's or by singleton, will develop common formative assessments. We will begin with a pre-test the first week of the semester, and then administer a CFA every 4 weeks.	All teachers and administration	Teachers report CFA results by class on a Google Spreadsheet. Teachers report goal/objective data on the 18-week subjct plans. Data is used to drive instructional decisions. Data is also used to drive intervention strategies by teacher, PLC, and school.	Monitoring takes place each week a CFA is administered. In addition to this, subject-plans and intervention plans are monitored on a weekly basis. Our School Improvement Team anaylizes the data at each monthly meeting.
All teachers, either by PLC or singleton, develops subject plans for the semester (18-week plans). The subject plans will use the NC CC/ES curriculum and GCS pacing guides to drive actual units and lessons. The 18-week plans include The CC/sES alignment, I Can Statement, Student Engagement Instructional Strategy, End of Class Assessment, and Learning Results Information. Teachers will use the more detailed plans to guide their curriculum plans and delvelopment of actual lessons.	All teachers and administration	Teachers submit curriculum plans via a Google format.	Monitoring takes place on a weekly basis as teachers meet in PLC's, or by singleton, to adjust the plan based on student learning results.
Professional Development - Identify the professional development required to successfully implement the strategies listed above			
Staff/group participants	Professional Learning/Activities	Trainer	Date Completed
All teachers	Teachers have an intense focus on student engagement. This is accomplished during regular PLC meetings where teachers share best practices with student engagement as the focus.	Led by teachers, supported by school administration, and other GCS support staff as appropriate (ITF, CF, etc.)	2014-2015

Compliance Statements

1. Describe your plan to provide duty-free lunch to all teachers. All teachers have a duty free lunch period built into the master schedule.
2. Describe your plan to provide planning time for each regular classroom teacher each week, with the goal of 5 hours per week. All staff members have a planning period built into the master schedule. Each teacher has at least 7.5 hours of planning time per week.
3. Physical activity is not denied to any students as a means of discipline, nor physical activity used as a form of punishment (K-8 only)
4. Each student participates in an average of 30 minutes per day of physical activity outside of the physical education class (K -8 only).

School Improvement Team Approval of School Improvement Plan

Committee Positions	Name	Signature	Date
Principal	James Montgomery	jrmontgomery@gaston.k12.nc.us	9/10/2014
Assistant Principal	Meghan LeFevers	mblefevers@gaston.k12.nc.us	9/10/2014
Teacher Representative	Caitlin Floyd	cmhowell@gaston.k12.nc.us	9/10/2014
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Teacher Representative	Kaitlin Smith	kaitlynsmith@gaston.k12.nc.us	9/10/2014
Teacher Representative	Walter Massie	wwmassie@gaston.k12.nc.us	8/12/2013
Instructional Support Representati	Lisa Herman	ljherman@gaston.k12.nc.us	9/10/2014
Parent Representative	Carol Clemmer	carol41455@gmail.com	9/10/2014
Parent Representative	Tonia Neiderer	tonianiederer@yahoo.com	9/10/2014
Student Representative	Candice Bess	candice.bess299@gaston.k12.nc.us	8/12/2013
Student Representative	Briana Roberts	briana.roberts979@gaston.k12.nc.us	8/12/2013